

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## Bureau of Land Management:BLM (and below)

For 1st Quarter 2022 for period ending December 31, 2021

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2022Thru12-31
	2017	2018	2019	2020	2021	
Number of Complaints Filed	47	85	48	1	46	11
Number of Complainants	46	75	45	1	43	10
Repeat Filers	1	9	3	0	3	1

  

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2022Thru12-31
	2017	2018	2019	2020	2021	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	14	22	10	9	13	1
Color	6	7	5	4	3	1
Religion	3	6	3	1	1	3
Reprisal	24	35	23	18	24	2
Sex	22	34	23	17	25	3

PDA	0	0	0	1	1	0
National Origin	7	17	6	2	7	2
Equal Pay Act	0	0	1	0	2	0
Age	16	27	23	16	19	4
Disability	20	36	12	15	19	6
Genetics	0	2	0	0	0	1
Non-EEO	2	4	1	1	2	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2022Thru12-31
<i>Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.</i>	2017	2018	2019	2020	2021	
Appointment/Hire	3	10	7	7	10	1
Assignment of Duties	0	7	6	3	1	1
Awards	0	1	1	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	3	1	1	4	2
Suspension	3	5	2	3	3	0
Removal	0	4	2	1	1	1
Other	0	0	0	0	0	0
Duty Hours	1	1	0	1	0	0
Perf. Eval./ Appraisal	2	2	4	6	6	1
Examination/Test	0	2	0	0	1	0
Harassment						

Non-Sexual	26	36	30	17	32	9
Sexual	3	5	0	2	2	0
Medical Examination	1	0	0	0	0	1
Pay including overtime	1	1	3	0	5	1
Promotion/Non-Selection	6	8	4	5	7	1
<b>Reassignment</b>						
Denied	0	0	0	1	0	0
Directed	1	1	2	3	1	0
Reasonable Accommodation Disability	1	12	5	4	7	3
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	2
Retirement	0	2	2	1	2	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	1	1	0	1	3	1
Termination	2	17	2	8	3	2
Terms/Conditions of Employment	7	6	6	5	9	4
Time and Attendance	1	1	1	2	3	0
Training	1	4	2	2	1	0
<b>Other</b>						
User Defined - Other 1	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2022Thru12-31
	2017	2018	2019	2020	2021	
Complaints pending during fiscal year						
Average number of days in investigation	194.34	186.24	211.80	220.00	284.00	190.85
Average number of days in final action	69.43	75.62	37.97	0	95.87	56.57
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	199.30	201.26	231.16	257.00	347.35	169.43
Average number of days in final action	91.90	71.67	27.24	0	63.83	55.00
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	187.50	180.06	197.61	201.50	193.33	141.40
Average number of days in final action	44.88	94.06	51.50	0	118.11	59.80
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2022Thru12-31
	2017	2018	2019	2020	2021	
Total Complaints Dismissed by Agency	2	11	5	1	2	1
Average days pending prior to dismissal	121.5	118.36	92.6	296	144	41
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	2	5	1	5	4	0

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Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2022Thru12-31	
	2017		2018		2019		2020		2021			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		3		4		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	1	33	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	1	33	1	25	0	0
Sexual	0	0	0	0	0	0	0	0	1	25	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	1	33	1	25	0	0





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Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
<b>Findings Without Hearing</b>	0		0		0		1		4		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	1	25	0	0

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Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2022Thru12-31
	2017	2018	2019	2020	2021	
Total complaints from previous Fiscal Years	39	37	52	52	28	52
Total Complainants	35	35	48	47	24	47
<b>Number complaints pending</b>						
Investigation	0	0	0	0	0	8
ROI issued, pending Complainant's action	0	0	0	0	0	2
Hearing	37	35	46	49	28	39
Final Agency Action	2	2	6	3	1	3
Appeal with EEOC Office of Federal Operations	12	8	14	9	8	10
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2022Thru12-31
	2017	2018	2019	2020	2021	
Pending Complaints Where Investigations Exceed Required Time Frames	0	1	0	0	0	0